

Feb. 8, 2018



## Apprenticeship Programs Benefit Employers, Community and the Economy

In recognition of National Apprenticeship Week in November, HACC, Central Pennsylvania's Community College, announced its partnership with the Pennsylvania Department of Labor and two new apprenticeship programs. The new apprenticeships will allow students to earn credits toward an associate degree from HACC while gaining on-the-job experience.

HACC's Industrial Manufacturing Technician (IMT) Apprenticeship Program is the first of its kind in the commonwealth. Classes will be offered at all five HACC campuses in 2018. The 18-month program teaches entry-level individuals how to set up, operate, monitor and control production equipment. The first IMT Apprenticeship began with Ames Reese in Lancaster, followed closely by a cohort at Hain Pure Protein in Adams County. Godshall's Quality Meats in Lebanon is the first Lebanon County manufacturer to contract with HACC to hire two workers who will be trained through the IMT Apprenticeship Program.

HACC is also partnering with High Hotels, Ltd., an affiliate of High Real Estate Group LLC, to offer the Hotel Associate Apprenticeship Program. Classes are scheduled to begin at HACC in 2018. Students can choose from two 4,000-hour tracks, including "general manager" or "associate," and will learn core concepts in the hospitality industry, including hotel operations, customer service and food and beverage management.



*Announcing HACC's apprentice partnership with High Hotels, Inc., are, from left, Eric Ramsey, state apprenticeship director; Laurel Rolle of High Hotels, Ltd.; Kathy Prime of High Companies; and Abby Peslis, director of corporate and business services, and Vic Rodgers, associate provost, both HACC's Workforce Development and Continuing Division.*

Abigail Peslis, director of corporate and business services in HACC's Workforce Development and Continuing Education Division, said, "The beauty of apprenticeship is that it merges on-the-job training and classroom instruction. Students are earning and learning, which means they can provide for their families while they learn new skills that aid them in moving up in the world of manufacturing (and hospitality)." Graduates of HACC's apprenticeship programs will immediately be ready for entry-level employment and will also be positioned to move upward in their chosen field. Interested students can contact Abigail Peslis at 717-221-1325 or [alpeslis@hacc.edu](mailto:alpeslis@hacc.edu).

## Manufacturing Keeping Pace

After a period of sluggish growth, manufacturing is once again booming here in Central Pennsylvania and HACC's Workforce Development Manufacturing programs are keeping pace with new and more challenging industry needs. To address the growing skills gap our manufacturing industry faces, HACC's programs in production technician, precision machining, welding training and other manufacturing sectors are incorporating new technologies and curriculum enhancements to make sure our graduates are prepared with the required skills. For production technician training, we are adding hands-on skill certification with new automated Skill Boss trainers. To make skill building as accessible as possible, production technician training is blended and available at all HACC campuses and off-site locations as either a stand-alone class or part of the IMC Apprenticeship Program.

Additionally, state-of-the-art simulators are being added to our welding programs. The precision machining curriculum has launched the latest software upgrade available with more scheduling and customization options than. New programs in small engine repair, electrical technology and mechatronics have been developed. Many manufacturing classes are now eligible for credit articulation for successful students pursuing further study in HACC's engineering and technology programs. While there are still more goals to accomplish, manufacturing is a keystone of Central Pennsylvania life and livelihood, and one that HACC is proud to be a partner in supporting.

*I recently visited students in the Mechatronics Program at HACC's Gettysburg Campus with Shannon Harvey, campus vice president, right.*



## HACC Student-Athletes Make All-Academic Team

Congratulations to the following HACC student-athletes who have been named members of the Eastern Pennsylvania Athletic Association's fall 2017 All-Academic team:

Travis	Deitrich	Golf
Brady	DeSong	Men's Basketball
Sara	Desso	Women's Basketball
Ahmed	Farhook	Men's Soccer
Nichola	Fortini	Men's Soccer
Antoine	Garfield	Men's Basketball
Kia	Hitt	Women's Volleyball
Brynn	Miller	Women's Volleyball and Basketball
Bailey	Neveker	Golf
Freysha	Rivera	Women's Volleyball
Jayder Estiven	Saldarriaga	Men's Soccer
Steven	Schreffler	Men's Soccer
Cameron	Sensenig	Men's Soccer
Brandon	Stine	Golf
Diego	Torres	Men's Soccer
Erik	Zart	Men's Soccer



The requirements need to meet this award are:

- Must have been full time during current semester in college level classes
- Must have participated in a fall or winter sports season
- Must have accumulated at least a 3.25 GPA for Fall 2017

## Congratulations to Respiratory Therapy Program Graduates

All of the December 2017 graduates of the Respiratory Therapist program passed their written credentialing examination. HACC's program is 149.28 percent above the national mean in passing this examination! The students are now working on passing the clinical simulation portion of the exam.



### AAA Central Penn Just Made HACC History!

HACC's Commencement ceremonies are tremendous milestones for our students, their family members and friends.

We are **EXCITED** that AAA Central Penn made HACC history by being our first-ever Commencement ceremony sponsor! The organization sponsored the fall 2017 ceremony.

Thank YOU, AAA Central Penn, for supporting YOUR community college!



## Office of College Advancement Responds to Faculty Survey

In spring 2017, the Faculty Voice Survey Committee distributed the results of its Faculty Voice Survey. Based on survey responses, the Office of College Advancement compiled information and resources to help all HACC employees better understand OCA's impact and the tools available to support your integrated marketing communications and fundraising efforts.

A [complete report](#) is available in the OCA channel on myHACC. Highlights of the report include:

- “[Our Year in Review, 2014-15](#)” and “[Our Year in Review, 2015-16](#)” share significant enhancements made in the management and operations of the HACC Foundation under the leadership of Linnie Carter, vice president of college advancement at HACC and executive director of the HACC Foundation.
- The prioritization of marketing initiatives is based on the priorities of the College's Student Enrollment Management Leadership team.
- HACC colleagues may apply for IMC funds to market programs and initiatives. From 2014-15 through 2016-17, about two-thirds (67 percent) of the total funding was accessed.
- Of the 263 individuals who have completed the Survey of Services from the Hub since May 2015, 96 percent responded that customer service met or exceeded their expectations.
- Individuals classified as full-time or adjunct faculty submitted only 8.38 percent of successfully submitted communications hub requests from January through September 2017.
- OCA is currently working with a vendor to develop a more efficient communications hub that is scheduled to launch in spring 2018. During the research process, all HACC colleagues [were invited to participate](#) as test users and share their feedback on the communications hub. No faculty members from any of the five campuses attended the open question-and-answer sessions that were held.
- To develop the collegewide integrated marketing communications plans, OCA researches the target audiences, uses tactics that work, [assesses](#) the effectiveness of tactics and strategies and continues to enhance the plans.
- In the OCA channel on [myHACC](#), a number of resources are available to all HACC colleagues to assist them and answer questions regarding OCA's policies and processes.

## HACC Dashboards Available

The Office of Institutional Effectiveness has developed dashboards using Tableau software to display data about HACC's students. On our public dashboards, we display enrollment and graduation numbers by program, demographics, transfer and full- and part-time faculty data.

We also have a limited number of site licenses to dig into more data for faculty doing program reviews. There we have course success rates and success rates by delivery mode and part of term. Faculty and department chairs use this data as part of the program review process to make recommendations to improve the programs.



*On Jan. 5th I joined Governor Wolf (center) and representatives from Dauphin County Technical School and HACC to discuss our valuable partnership.*

## Say No to Snow

In light of recent snow days at the start of the term, some faculty have been asking about referring students to online resources. Each course has a Brightspace shell available, and the Center for Design and Instruction has developed workshops on “Say No to Snow,” which is designed to allow faculty to place materials online in the case of inclement weather or illness. This workshop series is specifically intended for individuals without substantial experience in Brightspace, and covers how to create a brief video announcement or lesson and create content and basic assessments within Brightspace. These quick and easy steps can help faculty and students preserve class continuity in the event that regular class meetings are disrupted. “Say No to Snow” workshops are offered by the Center for Design and Instruction staff at each campus. You can sign up by clicking the link to Faculty and Staff training events on myHACC or the website.

## Inclement Weather Announcements

In the case of inclement weather, the provost will schedule weather telephone calls with appropriate college leaders. For classes that begin at 8:00 a.m., the call will be scheduled at 4:30 a.m. for an announcement by 5:00 a.m. If we need to shift from a delay to a complete day closing, a call will be scheduled for 6:30 a.m. for an announcement by 7:00 a.m. For evening class closures, a 1:30 p.m. call will be scheduled for an announcement by 2:00 p.m. Information about the timing of decisions related to morning classes and evening classes is located in the Shared Governance Policy Handbook and on the Academic Calendar.



*On Martin Luther King, Jr. Day, I met with business and education leaders to discuss ways we can support and celebrate diversity and inclusion in our region. Special shout out was made to HACC’s respiratory therapy, nursing, IT, engineering, manufacturing and transfer programs.*

## HACC Fosters Success for Students with Intellectual Disabilities

Tysheba, a successful Career Bridges participant, enrolled in HACC's Culinary Arts Specialist Program career path in August 2016. She plans to complete the two-year program in May 2018. Her goal is to work in a five-star restaurant, and HACC's Career Bridges and culinary arts communities will empower her to realize that dream.

The culinary arts community at HACC immediately embraced Tysheba's energy and enthusiasm. Tysheba joined HACC's Culinary Arts Baking and Pastry Club and has helped with a number of their service projects, including a black-tie fundraising event. In 2017, abc27 WHTM featured Career Bridges as a part of the station's promotions for HACC's 50th anniversary gala for the College's hospitality programs. When the culinary arts director asked Tysheba to be part of this TV promotion, she enthusiastically accepted. You can view the video here: <http://abc27.com/2017/02/20/hacc-celebrates-50-years-of-hospitality-education/> (last video of the series).

HACC developed Career Bridges to support students like Tysheba with a \$225,000 Engaging Community Colleges grant from the Pennsylvania Developmental Disabilities Council. The grant, which ran through December 2017, empowered HACC to develop pathways to inclusion for students with developmental disabilities, thus improving the College's culture of inclusiveness for all students. Career Bridges offers students with intellectual disabilities the opportunity to enroll in HACC's Culinary Arts Specialist Program and Nurse Aide Program and provides the support they need to succeed. Career Bridges also has HACC employees to work closely with our disabilities services colleagues in new ways.

Career Bridges program has enrolled four students – one in the Nurse Aide Program and three in the Culinary Arts Specialist Program. These three students are expected to graduate in spring 2018 and spring 2019, respectively. Career Bridges will continue to accept new students, and the College plans to add more program tracks for this population of students.



*I had the opportunity to meet Tysheba (center) during a recent visit to our exceptional Culinary Arts Program.*



## HACC Foundation Seeks Qualified Applicants to Serve on its Board of Directors

The HACC Foundation, a nonprofit educational trust established in 1985 to raise private and corporate revenues in support of HACC, is seeking professional, ethical, knowledgeable and hard-working individuals to join its Board of Directors.

The Board raises funds for the College, directs the business and financial affairs and serves as the policy-making body of the HACC Foundation. The Board is comprised of corporate and community leaders who are committed to raising funds for and awareness of HACC and its students, programs and facilities.



*HACC Foundation Board of Directors members include, from left, Gary Laabs, Erica Koser, and Joseph Alsberry.*

Qualified individuals are encouraged to apply for membership on the HACC Foundation Board. Applications are accepted any time and should be submitted using an online application.



*Pictured are HACC Foundation Vice Chair Greg King and Chair Oralía Dominic.*

## HACC's Day of Giving

Are you ready for the [Day of Giving 2018](#)?

The **BIG** day is April 18, 2018.

Please mark your calendar and stay tuned for more information over the next few months.



## New Videos from the Office of Finance

The Office of Finance continues working on ways to keep the entire College community well-informed on matters relating to budgeting, monthly financial condition, exciting offers at the bookstores, and other projects being undertaken. The following video will enhance your knowledge on the services the bookstores provide to the College. The bookstores sell more than just textbooks as you will see in [this fun video](#).

To learn more about how to read and interpret the newly formatted monthly financial statements, please view [this instructional video](#). These videos, and others, are available on the Finance tab of the myHACC portal page.

## New HACC.edu Website Search

On Jan. 9, a new website search was implemented on [www.hacc.edu](http://www.hacc.edu). This new search, called a “faceted search,” is the result of many months of hard work by the Office of College Advancement and our content management system vendor.

Key features of the new search include:

- Easy-to-use categories (facets) to narrow search results
- Enhanced search results display showing last date revised as well as link type
- Drop down to sort results
- Drop down to select how many results to display
- Program web pages with links that make sense

## Available for Loan from the Office of College Advancement

The Office of College Advancement (OCA) has three red tablecloths and three banners with the HACC logo that can be borrowed for HACC-related events.

To borrow any of these items, please:

1. Email your request to [oca@hacc.edu](mailto:oca@hacc.edu)
2. Include in your email:
  - The reason for borrowing the items, such as recruitment, science fair, speaking engagement, etc.
  - The date(s) you are requesting to borrow the items
3. Allow five business days to process the request

OCA will notify you to:

1. Confirm whether the request is approved
2. Confirm if the items are available for the date(s) requested
3. Schedule an appointment for you to pick up the items from OCA in suite 200 of the Ted Lick Administration Building on the Harrisburg Campus

If you have any questions or need additional information, please email [oca@hacc.edu](mailto:oca@hacc.edu).





## Learning in Context at York

On Nov. 2, the York Campus hosted “Protest: Art & Impact.” This initiative focused on the history of confronting important political and social issues through the outlet of protest. Interactive art pieces were spaced throughout the campus and featured painted silhouettes of Gandhi, Rosa Parks, the Rev. Dr. Martin Luther King, Jr., Nelson Mandela, and Malcolm X. As students and employees encountered the silhouettes, they were encouraged to contribute to the pieces using the impact these icons of social change had on their communities and the world as inspiration.



*Richard Moss lectures students and faculty on the Black Power Movement.*



An all-day symposium was held in the Glatfelter Community Room. Numerous employees and a student presented lectures on the impact of activism and protest. Presentations ranged from chronological examinations of protest to exploration of music as a vehicle for activism, to group dialogues focused on finding commonality through interactive art. Several classes participated in the varied activities throughout the day.

Additionally, galleryork hosted a reception featuring an anthology of creative works by graphic designer Thomas Notarangelo, English students, employees and members of the community, as well as an interactive art display. Notarangelo also lectured on the influences and themes of his work. Special thanks to the collaborative efforts of Will Guntrum, Alyssa Feather, Beckie Voss, Errol Wizda, and Allyson Valentine who designed, coordinated, and facilitated these events!



*Students explore student and faculty art projects at galleryork.*



*I'm joined by Superintendent Ronald Dyer of the Dallastown Area School District as we work together to create higher education pipelines for our students.*

## The HACC Foundation Transforms and Impacts!

The HACC Foundation recently provided funding for key projects at HACC, Central Pennsylvania's Community College. The HACC Foundation, a nonprofit organization that raises private contributions in support of HACC, approved **\$438,834.69** for projects at the College. This funding is made possible through generous contributions from individual and organizational donors.

The HACC Foundation funded the following projects:

<b>Project</b>	<b>Purpose</b>	<b>Amount</b>
Public Safety Center Debt Service	To subsidize the debt service for the PSC's bond.	\$167,950
State-of-the-art Graphic and Interactive Design Program with Technology	To update the classroom technology on the Harrisburg Campus to support HACC's competitive Digital and Interactive Design Program in meeting industry standards and student expectations.	\$87,771.19
CareerLink Partnerships	To expand HACC's Lebanon and Lancaster campuses' outreach to the business community and individuals in search of advanced or new training.	\$40,000
Technology Upgrades for HACC's State-of-the-art Photography Program	To upgrade technology on the Harrisburg Campus in support of HACC's award-winning and National Association of Schools of Art and Design (NASAD) –accredited Photography Program in order to meet industry standards and student expectations.	\$30,000
Cardiology Picture Archiving and Communication Systems (PACS)	To allow Radiology Informatics students the opportunity to do their image analysis, image physics, and image quality control activities in a digital format that accurately replicates the real-world environment.	\$29,111.50
Ellucian Consultant for Banner Faculty Load and Compensation Implementation	For guidance through the set-up and testing processes of a compensation system.	\$24,500
The Space Above Us	To support an art exhibition on the York Campus.	\$18,950
Tutoring and Testing Professional Development	To support the tutoring and testing professional development event.	\$10,500
Lancaster Campus Large Format Printer	To bring high-quality large-format printing capability to the Lancaster Campus.	\$10,000
Physics Lab Equipment Replacement for Safety	To create a safer lab environment by removing tripping and tangling hazards and replacing outdated equipment.	\$8,254
Integrated Reading and Writing Conference	To host an Integrated Reading and Writing Conference on the Harrisburg campus.	\$5,000
Supporting Adjunct Faculty in English	To support research projects focused on improving the quality of instruction in English, placement in English and academic support in English.	\$3,000
Teach Students How To Learn	To provide an opportunity for faculty to engage in a shared read of Sandra McGuire's "Teach Students How to Learn" in Center for Innovative Teaching Excellence (CITE) presentations, a tutoring retreat, and small-group discussions on each HACC campus.	\$2,500
Skill Scan Career Assessment	To purchase Skill Scan Assessment card decks, facilitator user guides, and assessment reports for use in advising and instructing students.	\$1,298

## Recognizing the Importance of Shared Governance

HACC's [policy](#) and [handbook](#) describe shared governance as “a philosophical framework that includes the College’s internal stakeholders in various levels of decision-making which promotes transparency, maximizes inclusivity, fosters mutual respect, and allows the College to operate with the collaborative input of all those involved. Shared governance is also a process whereby constituency groups have an assured opportunity and an assured venue to receive information, to participate in discussions, and to influence decisions on the direction of the institution.”

HACC appreciates the efforts of all employees who contribute to the shared governance process. Whether you serve on a joint committee, provide important feedback on a draft policy, or participate in the search process, YOU make shared governance happen. THANK YOU!

We also appreciate the commitment and contributions of the constituency leaders. To recognize the efforts of leaders of the Administrative and Professional Employee Organization (APO) and the Classified Employees Organization (CEO), the College, APO and CEO have entered into memoranda of understanding (MOUs) to provide for additional compensation for president, vice president, secretary, and treasurer roles. These agreements:

- 1) Recognize the work of APO and CEO leaders on behalf of their constituencies which goes well beyond their normal job duties.
- 2) Provide parity among the leaders of the three constituency groups with regard to compensation.
- 3) Encourage employees to pursue leadership roles within their constituencies.

We applaud the work of APO President, Dory Uhlman, and CEO President, Connie Smith, in engaging the College in the discussions that led to these agreements. THANK YOU!

As we follow our mission of *creating opportunities and transforming lives to shape the future —together*, join us by supporting shared governance activities. Your participation means our success!

*On Jan. 12th, I had the opportunity to welcome 14 new employees to the College at New Employee Orientation, including my own Executive Assistant, Kristin Graeser (bottom middle)*





## Sponsor a HACC Event Today!

The HACC Foundation has some new and exciting sponsorship opportunities for you!

By sponsoring one or more events at HACC, you can showcase to the community your commitment to education and our students.

The [2018 sponsorship opportunities](#) are:

- **Combined Sponsorships** offer exposure to approximately 200,000 individuals. By selecting this sponsorship opportunity, you will receive exposure at HACC's Day of Giving, Celebrate YOU! and spring and fall Commencement ceremonies.
- **Celebrate YOU!** offers exposure to hundreds of community leaders. By selecting to sponsor this event, you will be part of a celebration honoring our donors, students, alumni, employees, retirees and supporters.
- **HACC's Day of Giving** offers exposure to approximately 100,000 individuals. By selecting this opportunity, you will be affirming your commitment to community because these events focus on community giving and support.
- **Spring and Fall Commencement Ceremonies** offer exposure to hundreds of HACC graduates, families, employees and supporters. By selecting this opportunity, you will be showcasing your commitment to education and support for HACC graduates.
- **Campus and Virtual Learning Sponsorships** offer exposure to many individuals, including HACC students, employees and board members. By selecting this opportunity, you will be showing your commitment to innovation in higher education.

**Please consider becoming a sponsor.** The complete list of sponsorship opportunities is online: [www.hacc.edu/sponsorships](http://www.hacc.edu/sponsorships).

If you have any questions or need additional information, please contact us at [sponsorships@hacc.edu](mailto:sponsorships@hacc.edu).



*I'm proud to support the HACC "Dream Team" and three proud alumni (seated) as they inspired high school students to consider continuing their postsecondary education at HACC!*

## New Scholarship Established for HACC York Nursing Students

The Memorial Health Fund Lester L. Buchart Nursing Scholarship was established in December 2017. The scholarship will be awarded to York Campus students who have been accepted into the Nursing Program, have unmet financial need and a cumulative GPA of at least 3.0.

HACC's nursing students complete general education requirements before applying for the clinical part of the program. An Associate of Arts degree is awarded upon successful completion and enables graduates to sit for the National Council Licensure Examination (NCLEX) and to be licensed by the Pennsylvania State Board of Nursing.

"The York Campus program has retention rates that match or exceed the national average; and has a percentage of students who pass the licensure examination on the first attempt that consistently exceeds the national average. Additionally, York campus graduates are chosen by the health care institutions within the community, and consistently report high satisfaction with their ability to be a valuable team member from the point of hire," said Cindy Donell, campus director of Nursing Programs, York Campus.



*Cindy Donell, campus director of nursing, and I representing HACC.*



*I joined Gettysburg Campus Vice President Shannon Harvey, second from the left, and Chris Esgar, faculty member, second from the right, as they accepted an award from Gary Laird, president of the Hanover Chamber of Commerce.*

*I recently served on a panel with US Senator Bob Casey, left, and Dean Myers, director of HACC's Military and Veteran Affairs Office.*





**Quote:**

*“A year from now you may wish you had started today.” ~ Karen Lamb*

**Books That I Am Currently Reading or Have Read:**

“Cleverlands: The Secrets Behind the Success of the World’s Education Superpowers,”  
Lucy Crehan

“Grit,” Angela Duckworth

“Homo Deus: A Brief History of Tomorrow,” Yuval Noah Harari

“How to Work With and Lead People Not Like You,” Kelly McDonald

“Mindset: the New Psychology of Success,” Carol Dweck

“Sapiens: A Brief History of Humankind,” Yuval Noah

“The Four: The Hidden DNA of Amazon, Apple, Facebook and Google,” Scott Galloway

“The Rise and Fall of American Growth,” Robert J. Gordon

“The Spark and the Grind: Ignite the Power of Disciplined Creativity,” Erik Wahl

“Tribe of Mentors,” Tim Ferriss

**YOUR Questions About The Organizational Transformation:**

You can find the answers to your most recent questions about our College’s transformation on myHACC: [https://apps.hacc.edu/hacc\\_forms/E56hy9/openform.cfm?FID=3709](https://apps.hacc.edu/hacc_forms/E56hy9/openform.cfm?FID=3709)

**Do You Have Questions About The Organizational Transformation?**

I **welcome** feedback from the College community on ideas that would enhance our efficiency and effectiveness. If you have feedback, please submit it directly from the following link on myHACC: <http://www.hacc.edu/Resources/feedback.cfm>

**Do You Have News For The Next Ski Gram?**

If you would like me to share your news in an upcoming issue of the Ski Gram, you may submit it anytime directly from the following link on hacc.edu: <http://www.hacc.edu/AboutHACC/Administration/Ski-Gram-Request-Form.cfm>

**For More Information:**

If you have any questions about any of the information contained within this Ski Gram please contact me. Thank you!